



Engineering Duty Officers

CAREER PATHS

The following pages provide sample career paths for most of the career options available to EDs. Each has a command or command equivalent goal as its culmination, and each shows multiple options for jobs in the intermediate steps towards command.

Also included are the competencies expected to be achieved by an ED as he or she progresses towards that particular command goal.

These paths can be used as guides as you develop your own career planning guide. The career planning guide can be downloaded from this page on the web site, and the instructions on how to enter the data are also included.

*Legend for forms
on following slides*

**Jobs necessary
for command
competencies**

**Jobs to broaden
ED experience**



Engineering Duty Officers

ACRONYMS

AC = Acquisition
ACTL = Assistant Class Team Leader
APM = Assistant Project Manager
COTF = Commander, Operational Test & Eval Force
CTL = Class Team Leader
DPM = Deputy Program Manager
DPS = Deputy Project Superintendent
HQ = Headquarters / NAVSEA
IDE = Information Dominance Engineering Duty
MDA = Missile Defense Agency
MPM = Major Program Manager
NSWC = Naval Surface Warfare Center
NSY = Naval Shipyard
PAPM = Principal Assistance Project Manager
PGS = Post Graduate School
PMR = Program Manager Representative
PMS = Program Management Office
PO = Project Officer

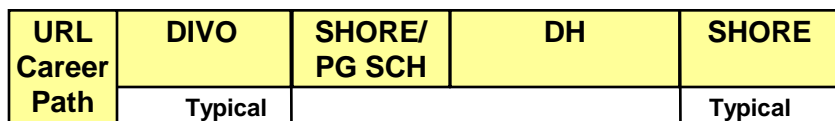
RMD = Regional Maintenance Center
RO = Reactor Officer
SOS = Supervisor of Shipbuilding
SSC = Spawar Systems Center
SSFA = Spawar Space Field Activity
SSP = Strategic Systems Programs
SWF = Strategic Weapons Facility
WFO = Water Front Office



Engineering Duty Officers

SAMPLE CAREER PATH OVERVIEW

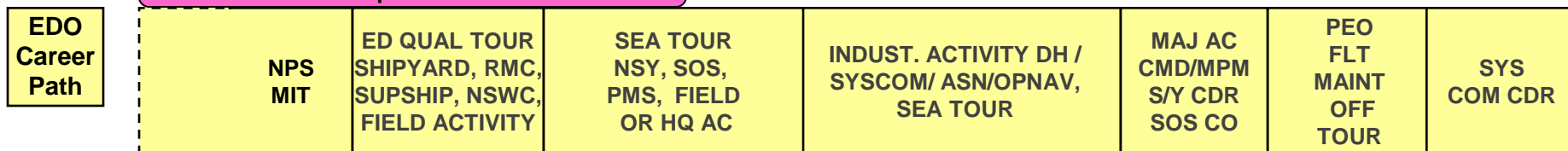
Career Path



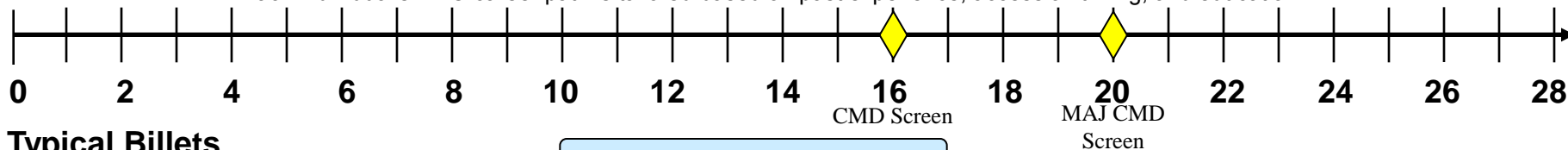
Typical
SWO ED
Option

Typical
SUB ED
Option

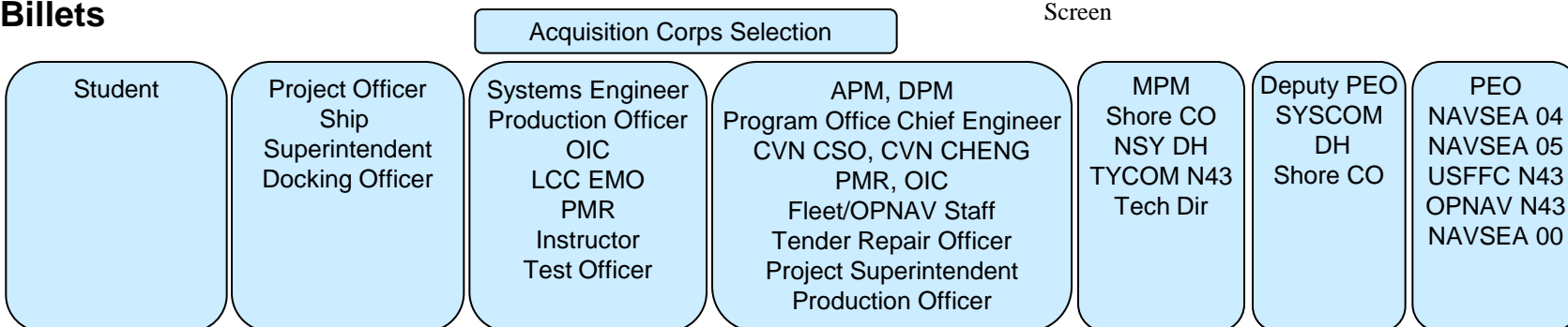
Lateral-Transfer Window
URL on-ramp to EDO 2-12 YCS



Each individual's EDO career path is tailored based on past experience, accession timing, and education.



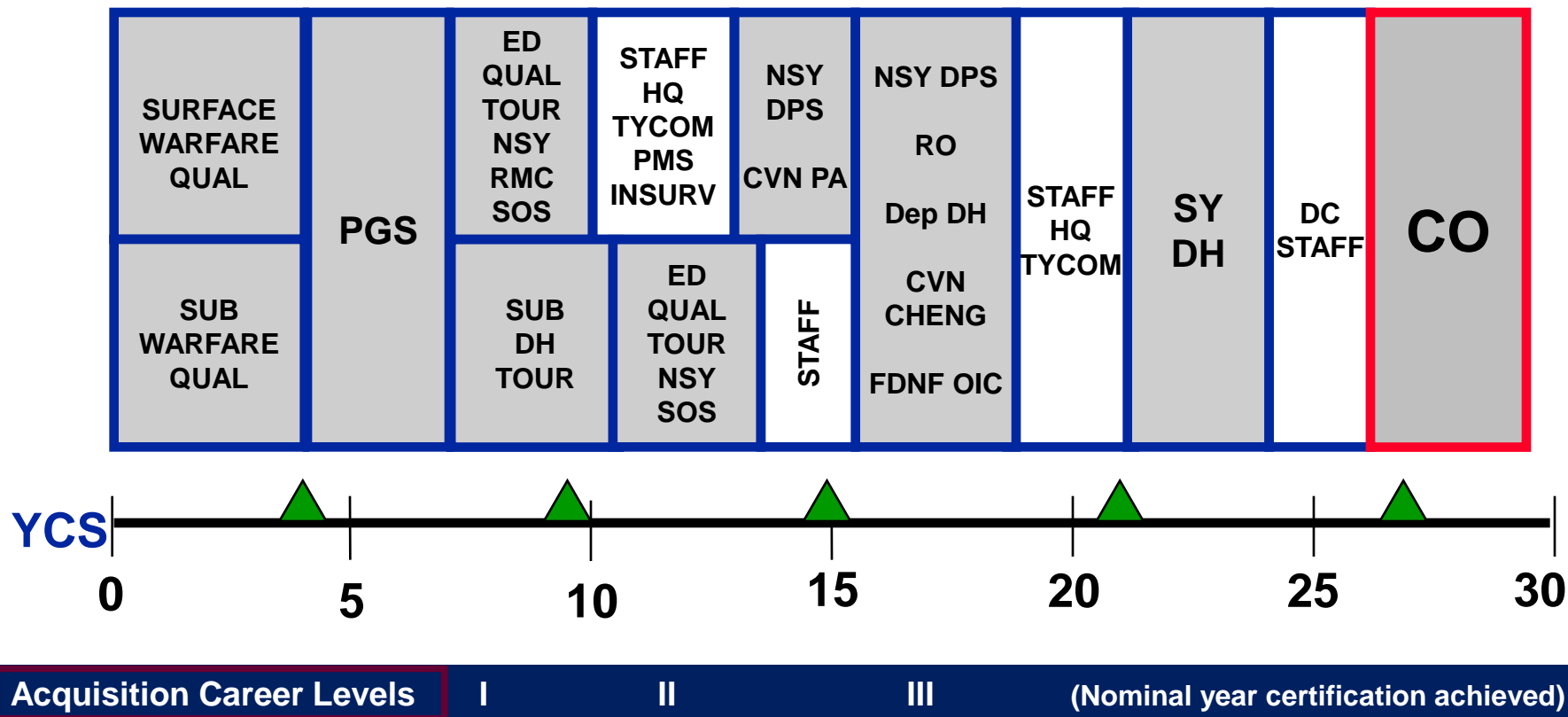
Typical Billets





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SHIPYARD COMMAND





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SY COMPETENCIES

COMPETENCIES for Shipyard Command:

- AQD AG3 (level 3 Manufacturing, Production & Quality Assurance)
- Core Competencies
 - Hull Mechanical & Electrical
 - Fleet Maintenance
 - Operational Engineering
 - Business and Financial
 - Facilities
 - Nuclear
 - Project Management
- Department Head Tour
 - 300 (Operations), 900 (Resources)
 - 1200 (Business & Strategic Planning)
- SEA 04/08 Department Head Course
- Project Management Experience
- Nuclear Experience
 - previous Nuc qualification or Nuc APS qual / experience

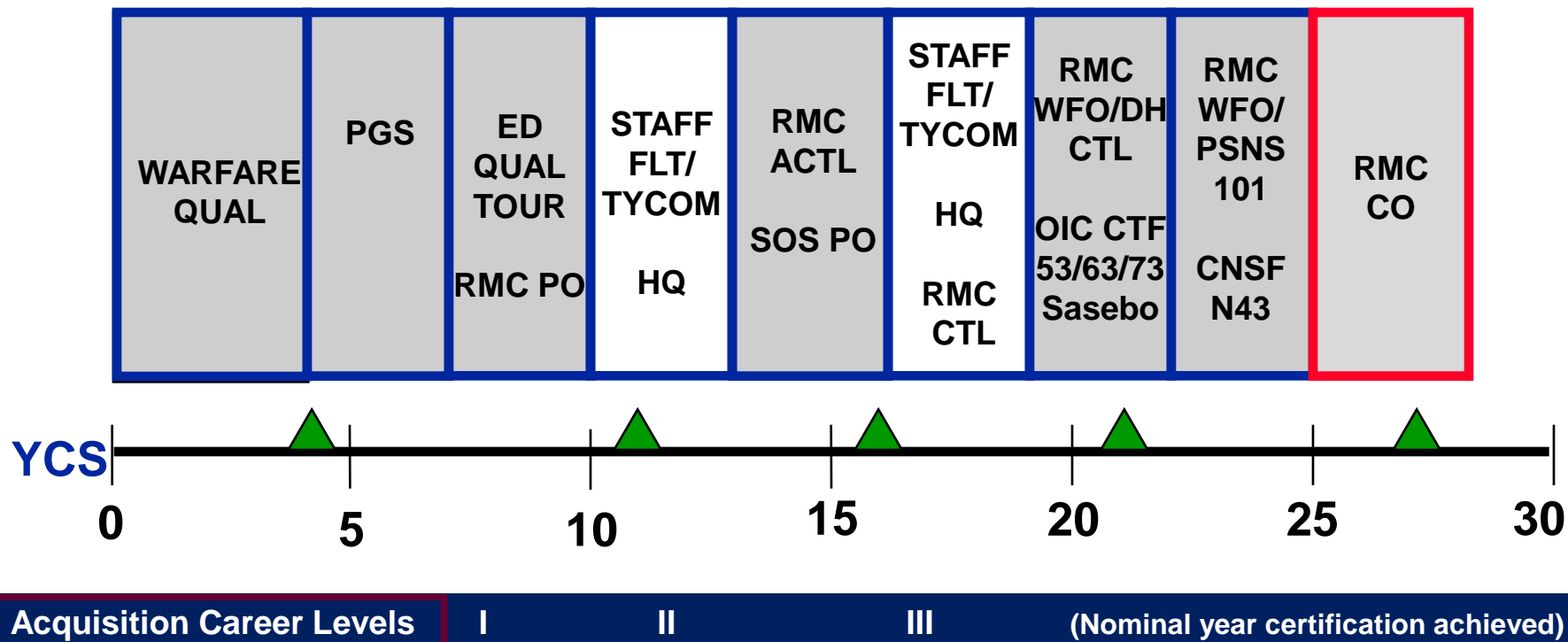
Desired Competencies:

- DC Tour (NAVSEA, OPNAV, Program Office)
 - TYCOM / INSURV Staff Experience
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RMC COMMAND





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RMC COMPETENCIES

COMPETENCIES for Regional Maintenance Center Command

- **AQD**
 - **AG3 (Level 3 Manufacturing, Production & Quality Assurance)**
 - **AA2 (Level 2 Program Management)**
- **Core Competencies**
 - **Hull, Mechanical & Electrical Technical**
 - **Fleet Maintenance**
 - **Operational Engineering**
 - **Contract Oversight**
 - **Business and Financial**
- **Department Head Tour**
 - **RMC Waterfront OPS**
 - **OIC Overseas (CTF 53/63/73, Sasebo)**
- **Project Management Experience**
- **C5I Experience**

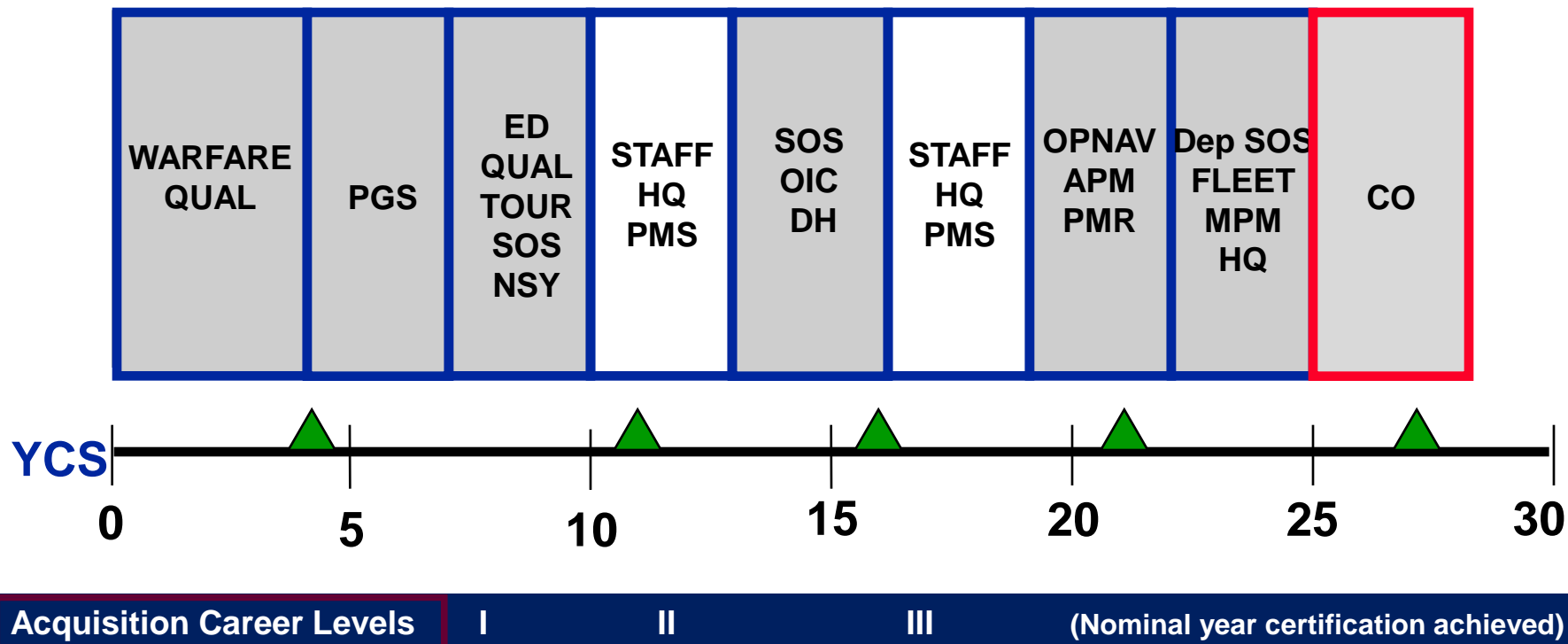
Desired Competencies

- **Waterfront Experience**
- **Staff Experience (Fleet/TYCOM)**
- **DC Tour (OPNAV, PEO, SEA 04/05)**



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SOS COMMAND





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SOS COMPETENCIES

COMPETENCIES for Supervisor of Shipbuilding

- AQD AG3 (level 3 Manufacturing, Production & Quality Assurance)
- Core Competencies

Hull Mechanical & Electrical
Fleet Maintenance
Operational Engineering
Naval Architecture
Program Management

Bath
Groton
Jacksonville
Newport News
Pascagoula
Portsmouth
Puget Sound
San Diego

Nuclear Interface	(NNews, Groton, SDiego)
CVN Interface	(NNews, SDiego)
SSN Interface	(Groton, NNews)
AEGIS Interface	(Bath, Pasca)

HQ/MPM Interface	(NNews, Groton, Bath, Pasca, SDiego)
Fleet/TYCOM Interface	(Ports, Jax, PSound, SDiego)

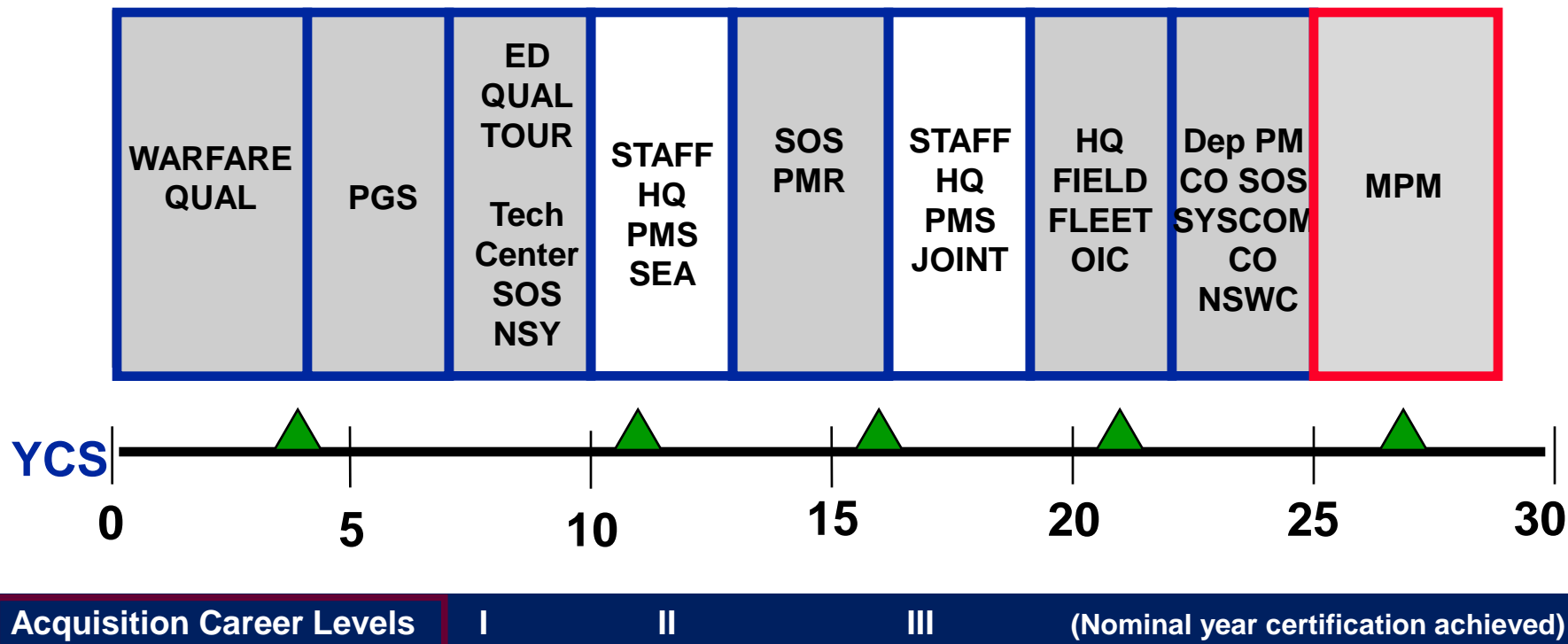
Desired Competencies

- DSMC
-



Engineering Duty Officers

MPM SURFACE





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MPM SURFACE COMPETENCIES

COMPETENCIES for MPM

- AQD AA3 (level 3 Program Management)
- DSMC-APMC & EPMC
- Core Competencies
 - Systems Engineering
 - Warfare Systems
 - Combat Systems
 - Acquisition Program Management
 - Operational Engineering

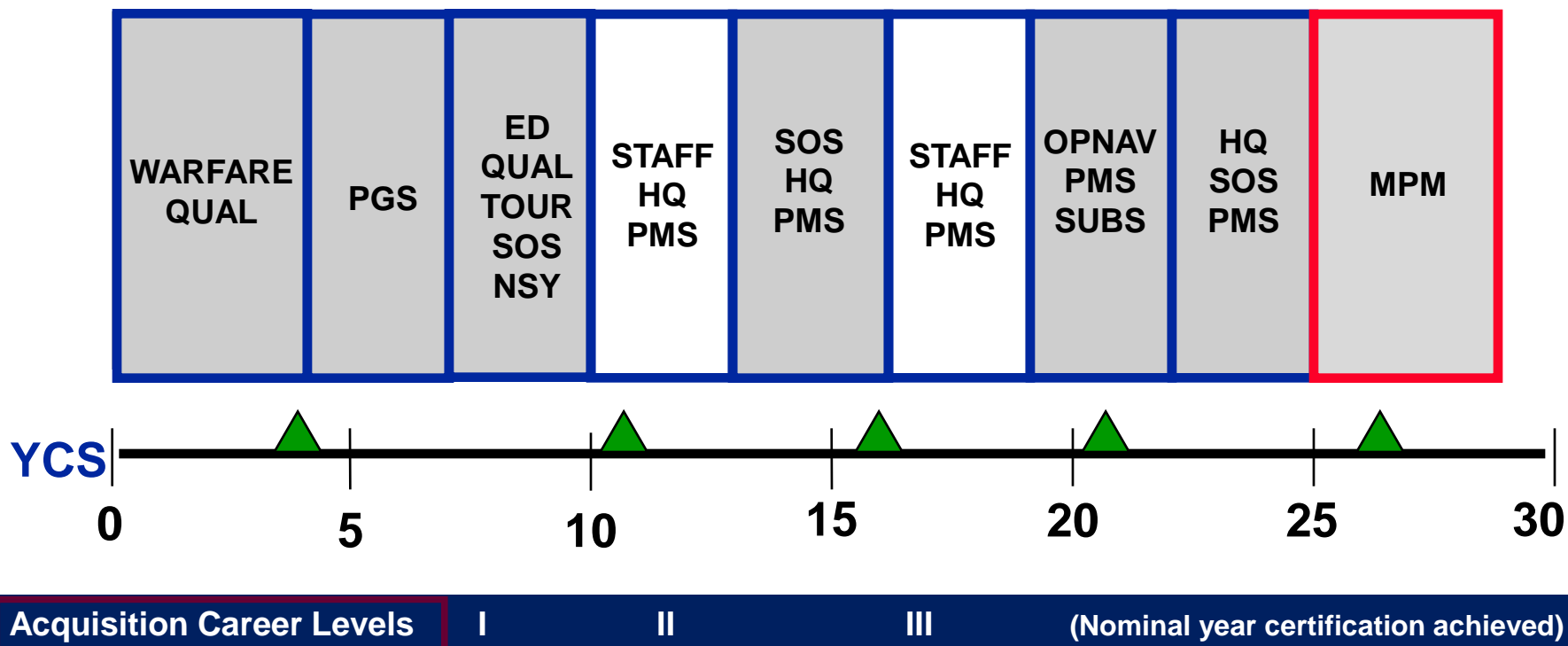
Desired Competencies

- Engineering Experience - Field/ Program Office/SYSCOM
 - Fleet Support Experience - Field/ Fleet Staff / CSO/ Maintenance Experience
 - Shipbuilding
 - OPNAV/SECNAV
-



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MPM SUBS





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COMPETENCIES for MPM SUBS

- SUBMARINE QUALIFIED
- AQD AA3 (level 3 Program Management), DSMC
- Core Competencies
 - Systems Engineering
 - Warfare Systems
 - Acquisition Program Management
 - Naval Architecture

MPM SUBS COMPETENCIES

- APM, PMR, Tech Director, DASN Ships
- Field Construction experience
- Nuclear Experience/ Interface
- Program Management (ship delivery/repair)
- Contract Management

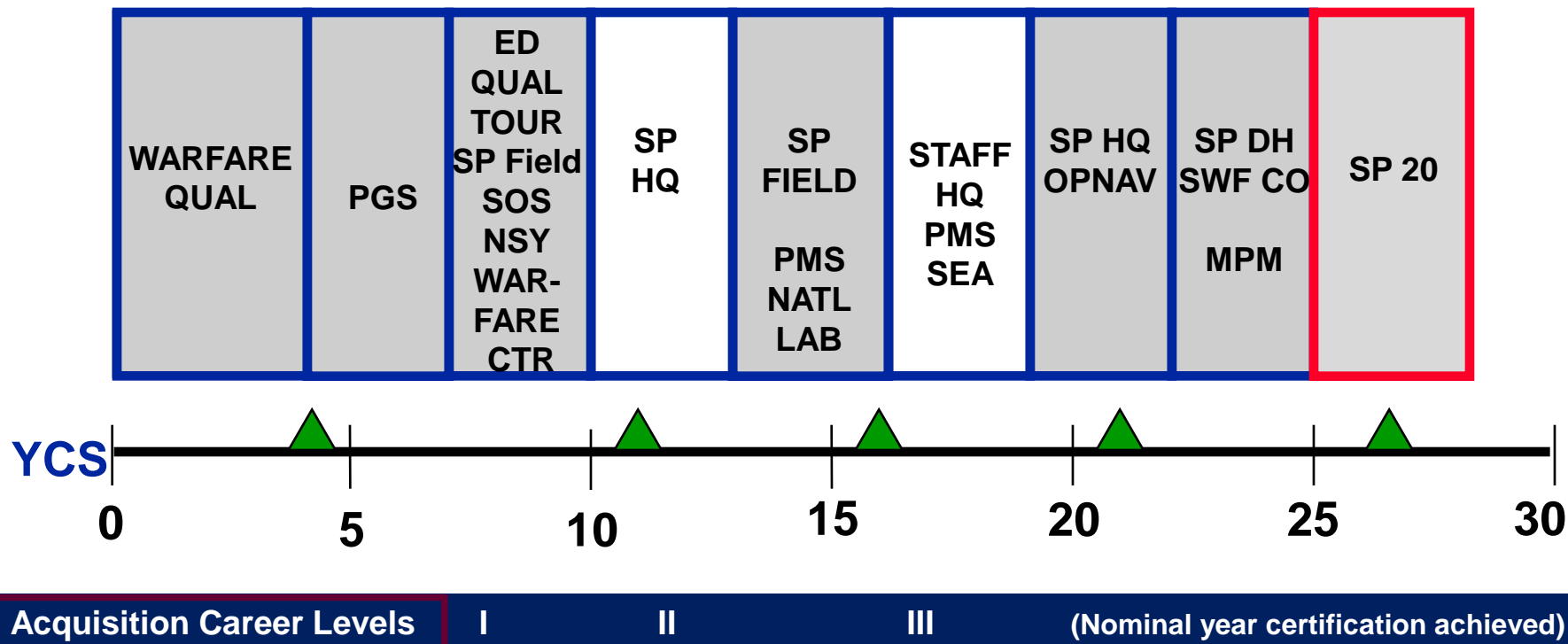
Desired Competencies:

- | | |
|---|-----------------------------------|
| - Submarine Design Integration | - Submarine Combat Systems |
| - Fleet Liaison (TYCOM, IMA) | - OPNAV Experience |
| - Financial Management | - Sonar Design/ Integration Field |
| - Command and Control Design/ Integration Field | |
| - Deep Submergence | - Nuclear Submarine Background |
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SSP





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SSP COMPETENCIES

COMPETENCIES for Strategic Systems Command SP20:

- AQD AA3 (level 3 Program Management)
- Core Competencies
 - Nuclear Weapons Engineering
 - Systems Engineering
 - Ordnance Engineering
 - Acquisition Program Management
 - Combat Systems
 - Hull Mechanical & Electrical
- Technical Branch Experience

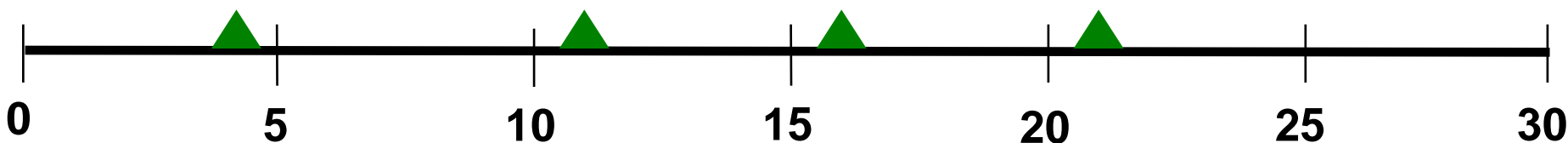
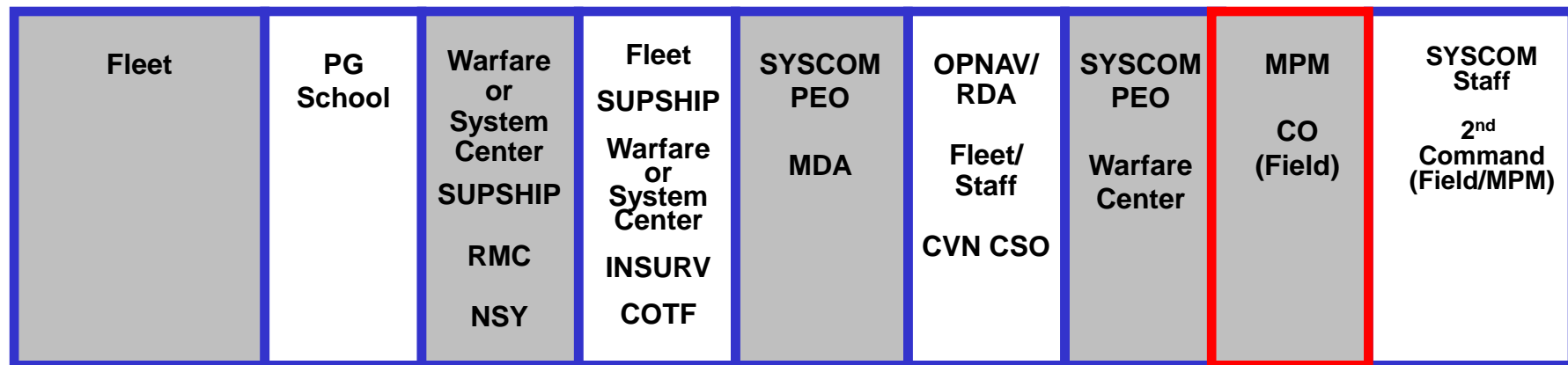
Desired Competencies:

- Field Activity
 - CO/OIC Engineering Activity
 - Dept Head Industrial Activity
 - Branch Head
 - Missile / Fire Control
-



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COMBAT & WEAPONS SYSTEMS



Acquisition Career Levels I

II

III

(Nominal year certification achieved)



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COMBAT SYSTEM COMPETENCIES

COMPETENCIES for MPM / Field Command

- Warfare Qualification
- AQD AA3 (Level 3 Program Management)
- AQD AS3 (Level 3 Systems Engineering)
- DAU / DSMC PMT 352, 401, 402, SYS 302
- Core Competencies:
 - Systems Engineering
 - Combat Systems & Fire Control
 - Weapons & Ordnance Systems
 - Acquisition Program Management

IWS 1.0 AEGIS
IWS 1F AEGIS Fleet
IWS 2.0 Sensors
IWS 3.0 Weapons
IWS 3B RAM
IWS 3D NSPO
IWS 4.0 International
IWS 5.0 USW
IWS 6.0 C2 & Nav
IWS 7.0 NIFC-CA
IWS 8.0 LCS CS
IWS 9.0 DDG 1000
IWS 10.0 SSDS
IWS 10F SSDS Fleet
IWS ADV TECH

MDA Tech Director
MDA CS MPM
MDA SM-3 MPM

PMR 51 ONR
PMA 280 Tomahawk

NSWC Dahlgren CO
NSWC Port Hueneme CHENG
AEGIS TechRep CO
SCSC Wallops Island CO

Desired Competencies:

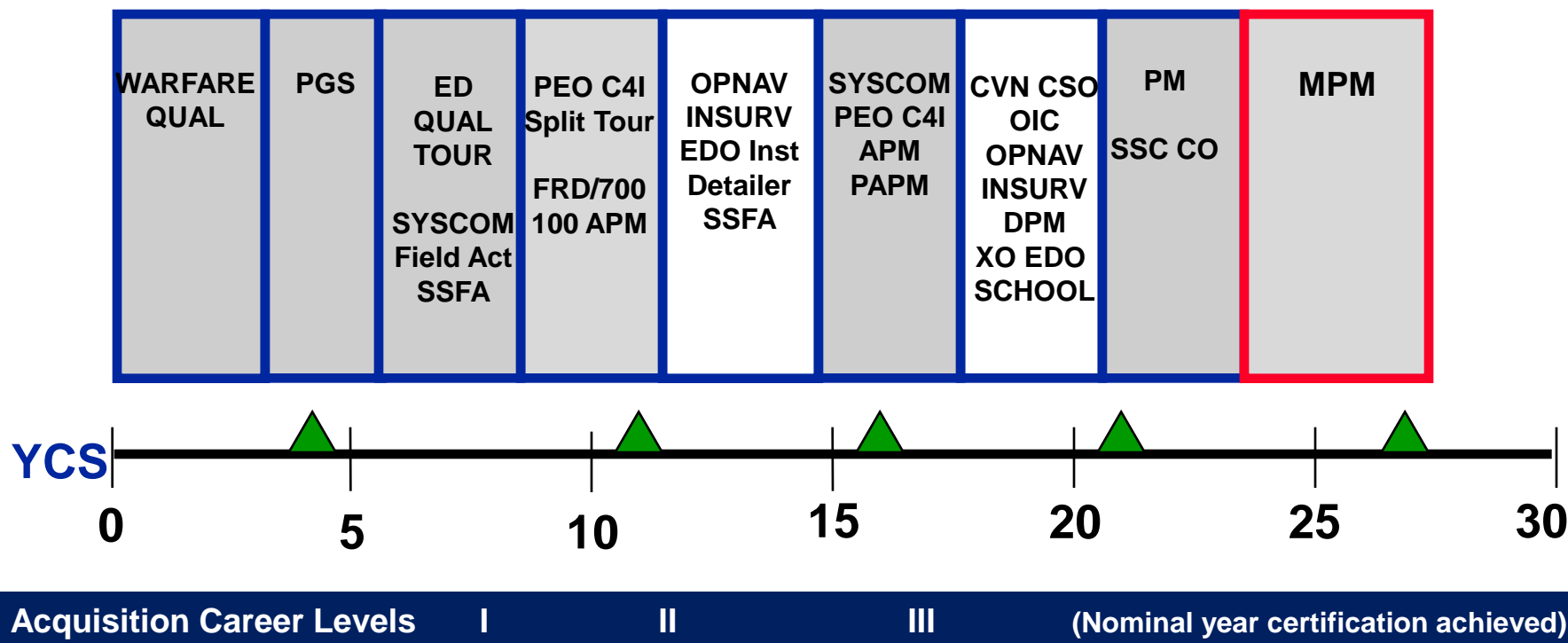
- Technical Experience (Field & Program Office)
- Budgeting and Contracting Experience
- OPNAV, RDA or Fleet Staff Experience

RETURN



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IDE COMMAND





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IDE Crown Jewel Jobs

COMPETENCIES for MPM C4I

- AQD AA3 (level 3 Program Management)
- Core Competencies

**Systems Engineering
Acquisition Program Management
Contracting
Operational Experience
Installation Management
Logistics
Test and Evaluation**

Desired Competencies:

- ACAT I Program Experience
- Technical Experience (Field/Program Office)
- Senior Leadership Position
(OIC/COS/DCOS/Other)

PEO C4I

PMW 120 - Battlespace Awareness & Information Operations
PMW 130 - Information Assurance & Cyber Security
PMW 150 - Command and Control Systems
PMW 160 - Tactical Networks
PMW/A 170 - Communications and GPS Navigation
PMW 740 - International C4I Integration
PMW 750 - Carrier and Air Integration
PMW 760 - Ship Integration
PMW 770 - Undersea Integration
PMW 790 - Shore & Expeditionary Integration

PEO EIS

PMW 205 - Naval Enterprise Networks
PMW 220 - Navy Enterprise Resource Planning
PMW 230 - Global Combat Support Systems-Marine Corps
PMW 240 - Sea Warrior Program

PEO Space Systems

PMW 146 - Navy Communications Satellite Programs

SPAWAR Space Field Activity (SSFA) – National Reconnaissance Office

PM SIGINT Directorate
PM COMM Directorate
PM Ground Enterprise Directorate

Fleet Readiness Directorate (FRD)

FRD 100 - Fleet Support
FRD 200 - Installation
FRD 300 - Data Center and Application Optimization

**CO SPAWAR Systems Center Atlantic
CO SPAWAR Systems Center Pacific**
